

APPENDIX A

2020-21 FACULTY SALARY SCHEDULES AND RATES[^]

Look to www.aft1521.org for the latest salary schedules.

A. 2020-21 FACULTY SALARY SCHEDULES AND RATES (Table 1 effective July 1, 2020)

- 2020-21 Salary Schedules.** (Monthly rate instructors, counselors, instructor-advisors, librarians, department chairs, and consulting instructors)

Rates indicated are basic rates for a four-week month (10 months a year) in both Tables 1 and 2. “Pts” refers to points; a point is equivalent to one semester unit or 1.5 quarter units.

- **Preparation Salary Schedule**
(Probationary, Permanent, Temporary Contract, and Long-term Substitutes, Child Development Center Faculty)

NOTE: *Schedule is fully aligned, 5% between columns and 3.6% between rows.*

Table 1—Fall 2021 (10 months for C-basis and 12 months for D-basis assignments)

ABBREVIATED FACULTY SALARY ELEMENTS EFFECTIVE JULY 1, 2020[^].
(Rates per month for all steps)

RATING IN YEARS OF EXPERIENCE		STEP	COL A	COL B	COL C	COL D	COL E
NON- ACADEMIC	ACADEMIC INSTITUTION		Min Prepa- ration	Min + 30 pts or MA	Min+50 Pts or MA**+20 Pts	Min+70 Pts or MA**+40 Pts	Min + 90 Pts or MA**+60 Pts or Doctorate
0-1	0	1	5914	6209	6520	6846	7188
2-3	1	2	6127	6433	6755	7092	7447
4-5	2	3	6347	6665	6998	7348	7715
6-7	3	4	6576	6904	7250	7612	7993
8-9	4	5	6812	7153	7511	7886	8280
10-11	5	6	7058	7410	7781	8170	8579
12-13	6	7	7312	7677	8061	8464	8887
14+	7+	8*	7575	7954	8351	8769	9207
		9	7848	8240	8652	9085	9539
		10	8130	8537	8963	9412	9882
		11	-	-	9286	9750	10238
		12	-	-	-	10101	10607
		13	-	-	-	-	10988
Maximum Rate with one career increment						E 16 - E 18	11251
Maximum Rate with two career increments						E 19 - E 21	11519
Maximum Rate with three career increments						E 22 - E 24	11794
Maximum Rate with four career increments						E 25 - E 27	12076
Maximum Rate with five career increments						E 28+	12364
Maximum rate with one career increment and doctorate differential							11624
Maximum rate with two career increments and doctorate differential							11892
Maximum rate with three career increments and doctorate differential							12167
Maximum rate with four career increments and doctorate differential							12449
Maximum rate with five career increments and doctorate differential							12737

Other Differentials:

- Certificate differential: \$175 per month
- Responsibility differential (Chair): \$550 per month
- Salary differential (CDC Director, Counselor, Consulting Instructor, Disability Specialist, Nurse): \$550 per month
- Overbase differential per month for standard hours beyond 18: 1 hour (19): \$344; 2 hours (20): \$688; 3+ hours (21 or more): \$1032.
- Supplemental instructor: \$59.41 per hour
- Faculty mentor: \$660 per year

Note: *New employees may be allocated up to and including Step 8.

[^]Amounts listed are effective July 1, 2020; for the current amounts for the 2021-2022 and 2021-2023 academic years, go to the District website: <https://www.laccd.edu/Departments/HumanResources/HRPublications-2/Pages/Pay-Scales-and-Differentials.aspx>.

** Maters Degree or Equivalent College Units.

2. 2020-21 Adjunct Schedules[^]

All term-length adjunct assignments will be paid following the 5/1/5/1 or 2 level payroll patterns for assignments in Fall/Winter/Spring/Summer. Substitute assignments will receive pay at the end of the payroll month(s) during which the assignment occurred.

Adjunct schedules: [\$ per payroll hour]	DESK ^d --Credit Teaching--			EESK ^d --Nonclassroom-- or sub		GESK --Sub cred teaching--		FESK ^d --Noncredit Teaching-- or sub	
	<u>K</u> ^{ef}	<u>L</u> ^e	<u>M</u> ^e	<u>K</u>	<u>L/M</u>	<u>K</u>	L/M	<u>K</u>	L/M
1	68.95	85.96	85.96	65.08	78.63	74.69	90.23	62.88	75.95
2	71.15			67.17		77.08		64.89	
3	73.43			69.32		79.54		66.96	
4	75.78			71.53		82.09		69.11	
5	78.20			73.82		84.72		71.32	
6	80.71			76.19		87.43		73.60	
7	83.29			78.62		90.23		75.95	
8	85.96			81.14		93.11		78.39	
9	88.71			-		96.09		80.89	
10	91.54			-		-		-	
Maximum rate with one career increment (DESK K)								94.04	
Maximum rate with one career increment (EESK K)								83.64	
Maximum rate with one career increment (GESK K)								98.59	
Maximum rate with one career increment (FESK K)								83.39	
Maximum rate with two career increment (DESK K)								96.54	
Maximum rate with two career increment (EESK K)								86.14	
Maximum rate with two career increment (GESK K)								101.09	
Maximum rate with two career increment (FESK K)								85.89	

d For posted doctoral degree add \$2.19 for DESK, \$1.10 for EESK, and \$1.30 for FESK.

* Plus \$16.13 office hour differential

e Plus \$2.38 equity differential for loads 12 –18

f Plus \$3.68 equity differential for loads 12 –15

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